



## AYDIN ADNAN MENDERES UNIVERSITY COURSE INFORMATION FORM

Course Title		Human Resource Information Systems							
Course Code		İK480		Couse Level		First Cycle (Bachelor's Degree)			
ECTS Credit	6	Workload	151 ( <i>Hours</i> )	Theory	3	Practice	0	Laboratory	0
Objectives of the Course		It is aimed to give sufficient information about general structure and features of HR information systems which are becoming more used in organisations and getting developed. Also it is aimed to make the given knowledge applicable by discussing HRIS application samples							
Course Content		In this course information society transformation, management information systems and HR information systems features, establishment of HRIS, success conditions, benefits and software will be discussed.							
Work Placement		N/A							
Planned Learning Activities and Teaching Methods				Explanation (Presentation), Discussion, Individual Study					
Name of Lecturer(s)									

### Assessment Methods and Criteria

Method	Quantity	Percentage (%)
Midterm Examination	1	40
Final Examination	1	70

### Recommended or Required Reading

1	Ders Notları
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Week	Weekly Detailed Course Contents	
1	Theoretical	Management Information Systems: Introduction
2	Theoretical	Management Information Systems: Basic concepts
3	Theoretical	Management Information Systems and Business Functions
4	Theoretical	Human Resource Information Systems: Objectives
5	Theoretical	HRIS Establishment
6	Theoretical	HRIS Usage
7	Theoretical	HRIS Software-1
8	Theoretical	HRIS Software-2
9	Intermediate Exam	midterm exam
10	Intermediate Exam	midterm exam
11	Theoretical	HRIS Application Cases
12	Theoretical	HRIS Application Cases
13	Theoretical	HRIS Application Cases
14	Theoretical	HRIS Application Cases
15	Theoretical	HRIS Application Cases
16	Final Exam	Final Exam

### Workload Calculation

Activity	Quantity	Preparation	Duration	Total Workload
Lecture - Theory	13	2	3	65
Individual Work	13	0	3	39
Midterm Examination	1	20	1	21
Final Examination	1	25	1	26
Total Workload (Hours)				151
[Total Workload (Hours) / 25*] = ECTS				6

\*25 hour workload is accepted as 1 ECTS

### Learning Outcomes

1	To understand the changes caused by information society and their effects,
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2	To understand the effects of information society transformation and technology on human resource management
3	To evaluate the past HRM application and HRIS supported applications comparatively
4	To evaluate HRIS applications in Turkey by questioning application samples
5	To know concrete examples in working life

#### Programme Outcomes (Human Resources Management)

1	Having adequate scientific knowledge of Human Resources Management, basic business concepts and other social sciences
2	Thinking critically and analytically
3	Having knowledge of communication and information technologies
4	In-depth understanding of the research process and application of a range of research techniques into studies, researches and projects
5	In-depth understanding of usage of Human Resources Management and other social sciences theoretical and applied knowledge together.
6	Ability to interpret basic Business concepts from Human Resource Management perspective
7	Ability to implement basic HRM responsibilities in institutions such as HR Planning and staffing, labor relations, occupational healthy and safety, training planning, performance and rewards management, career planning, employment and interview techniques and legal HR issues
8	Implementing quality process approach into HRM process by considering institutional development, internal and external customer satisfaction; in case of need, having sense of responsibility making contribution for problem solving and continuous development and process excellence ability by problem identification, goal setting, reorganisation and change management skills
9	Management of resources and assets by considering budgetary, financial and legal issues; management of projects/operations with the ability of planning, implementation, and auditing; Having skills on management of self and other people
10	Enriching result oriented working approach with continuous learning approach
11	Strong oral and written communication skills and ability to present ideas and information effectively
12	Monitor and communicate with colleagues in a foreign language using at least the European Language Portfolio B1 General Level
13	Ability to work with people of various cultural and educational background by valuing team work, developing empathy and listening skills
14	Being conscious on social, academic and professional ethical values
15	Development of critical theoretical appreciation of 'how', 'why' and 'where' HRM contributes to and supports employee and societal development, and implementing these approach for applied and graduate projects and working life

#### Contribution of Learning Outcomes to Programme Outcomes 1:Very Low, 2:Low, 3:Medium, 4:High, 5:Very High

	L1	L3	L5
P1		1	4
P2		2	
P3	5	4	4
P5	3	3	3
P6			3
P7		5	
P8	4		4
P9		5	
P10			3
P11	4	5	
P12			5
P14	3	4	

